DOCUMENT RESUME

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ABSTRACT

Truckee Meadows Community College (TMCC) conducted a campus-wide faculty and staff survey in September 2000. The survey was designed to collect the opinions and perceptions of TMCC employees in relation to the college's mission and direction, instructional and learning environment, and the general working atmosphere. The surveys were distributed to all full- and part-time TMCC employees, totaling 725 staff and faculty members. Almost half (334) of the surveys were returned, for a response rate of 46%. Faculty and staff were presented with a series of statements concerning functions performed at TMCC. For each statement, respondents were first asked to rate how important it was for the college to perform the function, and then to respond to how well they thought the college was actually performing the function. This dichotomous style of rating functions produced detailed data that were then co-varied with position type and years of experience. Highlights of findings include: (1) 95% of employees considered occupational and employment-centered courses to be very important or important, while 55% thought the college was doing an excellent or good job of delivering this service; and (2) 94% rated the transfer function as very important or important, while 67% thought the college was doing an excellent or good job in this function. (Contains 38 tables.) (NB)

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Introduction

In September of 2000, a campus-wide faculty and staff survey was disseminated. The survey was designed to collect the opinions and perceptions of TMCC employees in relation to the college's mission and direction, instructional and learning environment, as well as the general working atmosphere.

Methodology

Participants: Surveys were distributed to all full and part-time TMCC employees, totaling 725 staff and faculty members. Almost half of the surveys were returned (334), producing a 46% response rate. The following table is a detailed breakdown of respondents by position type.

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POSITION TYPE	NUMBER	PERCENT
Administrative/Professional (FT)	47	14%
Administrative/Professional (PT)	12	4%
Classified (FT)	86	26%
Classified (PT)	14	4%
FT Faculty (Professor)	50	15%
FT Faculty (Instructor)	24	7%
FT Faculty (Lecturer)	6	2%
PT Faculty	44	13%
Unreported Position	51	15%
Total	**334**	**100%**

Procedure: Surveys were sent out through campus mail on September 20, with a deadline for return of September 29. All surveys were returned to the Office of Institutional Research and electronically scanned for data analysis and reporting.

Data Analysis: Throughout the survey, faculty and staff were presented with a series of statements concerning functions performed at TMCC. For each statement, respondents were first asked to rate how important they felt it was for the college to perform the function and asked to respond to how well they felt the college was actually performing the function. This dichotomous style of rating functions produced an abundance of detailed data that could then be co-varied with position type and years of experience.

Findings & Analysis

See Excel spreadsheet
(Detailed write-up to come)

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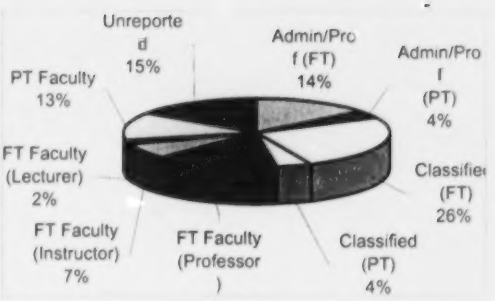
Faculty and Staff Survey
Fall 2000

DEMOGRAPHICS

Number of Surveys Administered: 725
Number of Surveys Returned: 334
Response Rate: 46%

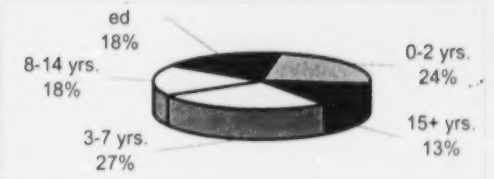
Respondents by Position Type

POSITION TYPE	Number	Percent
Admin/Professional (FT)	47	14%
Admin/Professional (PT)	12	4%
Classified (FT)	86	26%
Classified (PT)	14	4%
FT Faculty (Professor)	50	15%
FT Faculty (Instructor)	24	7%
FT Faculty (Lecturer)	6	2%
PT Faculty	44	13%
Unreported	51	15%
Grand Total	334	100%



Respondents by Years of Employment

YEARS of EMPLOYMENT	Number	Percent
0-2	80	24%
15+	45	13%
3-7	88	26%
8-14	60	18%
Unreported	61	18%
Grand Total	334	100%



Position Type by Years of Employment

POSITION TYPE	YEARS of EMPLOYMENT 0-2	3-7	8-14	15+	Unreported	Grand Total
Admin/Professional (FT)	19%	23%	32%	19%	6%	100%
Admin/Professional (PT)	50%	17%	17%	17%	0%	100%
Classified (FT)	33%	35%	22%	9%	1%	100%
Classified (PT)	29%	43%	7%	7%	14%	100%
FT Faculty (Professor)	4%	20%	30%	42%	4%	100%
FT Faculty (Instructor)	54%	29%	4%	8%	4%	100%
FT Faculty (Lecturer)	33%	50%	0%	0%	17%	100%
PT Faculty	36%	41%	14%	5%	5%	100%
Unreported	0%	2%	2%	0%	96%	100%
Grand Total	24%	26%	18%	13%	18%	100%

Institutional Mission

1. Offer occupational courses and programs to prepare students for immediate employment.

% of Total	Q1B How well is the college performing this function?						
Q1A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	6%	34%	11%	14%	5%	1%	70%
Important	2%	12%	7%	3%	1%	1%	25%
Neither	0%	0%	2%	0%	0%	0%	2%
Very Unimportant	0%	0%	1%	1%	1%	0%	3%
(blank)	0%	0%	0%	0%	0%	0%	0%
Grand Total	9%	46%	20%	18%	6%	2%	100%

Very Important or Important = 95% Excellent or Good = 55%

2. Offer associate degree programs so that students can transfer to a 4-year college to continue their studies towa degree.

% of Total	Q2B How well is the college performing this function?						
Q2A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	21%	34%	8%	10%	2%	1%	75%
Important	4%	8%	4%	2%	1%	1%	19%
Neither	0%	0%	1%	0%	0%	0%	1%
Unimportant	0%	0%	1%	0%	0%	0%	2%
Very Unimportant	0%	0%	1%	1%	1%	0%	2%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	25%	42%	13%	13%	5%	2%	100%

Very Important or Important = 94% Excellent or Good = 67%

3. Offer courses and programs for students to enhance or upgrade their job skills.

% of Total	Q3B How well is the college performing this function?						
Q3A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	12%	28%	8%	9%	4%	1%	63%
Important	3%	16%	8%	5%	1%	1%	32%
Neither	0%	0%	2%	0%	0%	0%	2%
Very Unimportant	0%	0%	1%	1%	1%	0%	3%
(blank)	0%	0%	0%	0%	0%	0%	0%
Grand Total	15%	44%	18%	15%	6%	2%	100%

Very Important or Important = 95% Excellent or Good = 59%

4. Serve as a major resource in promoting economic development.

% of Total	Q4B How well is the college performing this function?						
Q4A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	3%	6%	7%	7%	4%	0%	26%
Important	0%	10%	16%	5%	4%	0%	35%
Neither	0%	1%	24%	3%	0%	1%	29%
Unimportant	0%	0%	4%	1%	1%	0%	6%
Very Unimportant	0%	0%	1%	0%	1%	0%	2%
(blank)	0%	0%	1%	1%	0%	0%	2%
Grand Total	3%	16%	52%	16%	10%	2%	100%

Very Important or Important = 61% Excellent or Good = 20%

5. Offer instruction in basic reading, writing, and math skills to prepare students for college-level work.

Institutional Mission

% of Total	Q5B How well is the college performing this function?						
Q5A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	19%	25%	8%	10%	2%	2%	66%
Important	2%	10%	7%	3%	1%	0%	24%
Neither	0%	1%	3%	1%	0%	0%	5%
Unimportant	0%	1%	1%	1%	0%	0%	3%
Very Unimportant	0%	0%	2%	0%	1%	0%	3%
(blank)	0%	0%	0%	0%	0%	0%	0%
Grand Total	22%	38%	21%	14%	3%	2%	100%

Very Important or Important = 89% Excellent or Good = 60%

6. Provide services such as career planning, advisement, counseling, and academic survival skills to enhance stuc college.

% of Total	Q6B How well is the college performing this function?						
Q6A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	14%	24%	6%	12%	5%	1%	62%
Important	2%	15%	6%	6%	1%	0%	30%
Neither	0%	0%	2%	1%	0%	0%	3%
Unimportant	0%	0%	1%	1%	0%	0%	2%
Very Unimportant	0%	0%	1%	0%	1%	0%	2%
(blank)	0%	0%	0%	0%	0%	0%	0%
Grand Total	16%	39%	16%	20%	7%	2%	100%

Very Important or Important = 92% Excellent or Good = 55%

7. Provide a comprehensive curriculum that links general education with technical education.

% of Total	Q7B How well is the college performing this function?						
Q7A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	8%	16%	8%	11%	4%	1%	47%
Important	1%	16%	12%	9%	0%	0%	39%
Neither	0%	1%	5%	0%	0%	1%	8%
Unimportant	0%	0%	2%	1%	0%	0%	4%
Very Unimportant	0%	0%	1%	0%	1%	0%	2%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	9%	33%	28%	23%	5%	2%	100%

Very Important or Important = 86% Excellent or Good = 42%

8. Offer courses and programs to meet the continuing education needs of the professional work force in our comn

% of Total	Q8B How well is the college performing this function?						
Q8A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	7%	24%	8%	10%	5%	1%	54%
Important	3%	15%	11%	8%	1%	0%	38%
Neither	0%	0%	3%	1%	0%	1%	5%
Unimportant	0%	0%	0%	1%	0%	0%	1%
Very Unimportant	0%	0%	2%	0%	1%	0%	2%
(blank)	0%	0%	0%	0%	0%	0%	0%
Grand Total	10%	39%	24%	19%	6%	2%	100%

Very Important or Important = 92% Excellent or Good = 49%

Institutional Mission

9. Provide courses that offer personal enrichment opportunities.

% of Total	Q9B How well is the college performing this function?						
Q9A How important is this functio	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	10%	10%	1%	4%	2%	1%	27%
Important	5%	21%	6%	6%	0%	0%	39%
Neither	2%	5%	15%	3%	0%	1%	27%
Unimportant	0%	1%	2%	1%	0%	0%	5%
Very Unimportant	0%	0%	1%	1%	0%	0%	2%
(blank)	0%	0%	0%	1%	0%	0%	1%
Grand Total	18%	37%	26%	15%	3%	2%	100%

Very Important or Important = 65% Excellent or Good = 54%

10. Deliver instruction at multiple sites throughout the community.

% of Total	Q10B How well is the college performing this function?						
Q10A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	18%	13%	1%	2%	1%	0%	35%
Important	11%	21%	2%	4%	0%	1%	39%
Neither	2%	5%	6%	1%	0%	0%	14%
Unimportant	2%	1%	3%	1%	1%	0%	7%
Very Unimportant	1%	1%	2%	0%	1%	0%	4%
(blank)	0%	0%	1%	0%	0%	0%	1%
Grand Total	33%	41%	14%	7%	2%	2%	100%

Very Important or Important = 74% Excellent or Good = 75%

11. Provide access to college for students not traditionally served by higher education.

% of Total	Q11B How well is the college performing this function?						
Q11A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	12%	20%	5%	9%	2%	2%	50%
Important	3%	19%	8%	5%	0%	0%	37%
Neither	0%	2%	6%	0%	0%	0%	8%
Unimportant	1%	0%	1%	1%	0%	0%	3%
Very Unimportant	0%	0%	1%	1%	0%	0%	2%
(blank)	0%	1%	0%	0%	0%	0%	1%
Grand Total	16%	41%	21%	16%	3%	2%	100%

Very Important or Important = 86% Excellent or Good = 58%

12. Engage in private fund-raising to supplement public funding.

% of Total	Q12B How well is the college performing this function?						
Q12A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	5%	11%	8%	8%	6%	0%	37%
Important	3%	11%	13%	6%	2%	1%	37%
Neither	1%	1%	14%	1%	0%	0%	18%
Unimportant	0%	1%	2%	1%	1%	1%	5%
Very Unimportant	0%	0%	1%	1%	1%	0%	2%
(blank)	0%	0%	1%	0%	0%	0%	1%
Grand Total	10%	24%	39%	15%	10%	2%	100%

Very Important or Important = 74% Excellent or Good = 34%

Education & Instruction

13. Provide a curriculum that adequately responds to societal changes (i.e. technological advances, changing job r

% of Total	Q13B How well is the college performing this function?						
Q13A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	15%	26%	3%	17%	5%	1%	67%
Important	3%	15%	5%	5%	1%	0%	29%
Neither	0%	0%	1%	0%	0%	0%	1%
Very Unimportant	0%	0%	0%	0%	1%	0%	2%
(blank)	0%	1%	0%	0%	0%	0%	1%
Grand Total	18%	42%	9%	22%	7%	1%	100%

Very Important or Important = 96% Excellent or Good = 60%

14. Employ faculty who make a strong effort to help students succeed academically.

% of Total	Q14B How well is the college performing this function?						
Q14A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	20%	26%	5%	10%	2%	0%	62%
Important	4%	18%	5%	4%	0%	0%	32%
Neither	0%	1%	2%	0%	0%	0%	3%
Unimportant	0%	0%	0%	0%	0%	0%	0%
Very Unimportant	0%	0%	1%	1%	1%	0%	2%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	24%	45%	13%	15%	3%	1%	100%

Very Important or Important = 94% Excellent or Good = 69%

15. Provide information resources (i.e. library holdings, Internet access) to adequately meet the needs of students.

% of Total	Q15B How well is the college performing this function?						
Q15A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	7%	14%	4%	7%	3%	0%	35%
Important	2%	17%	9%	10%	2%	0%	40%
Neither	0%	2%	8%	2%	1%	0%	14%
Unimportant	0%	2%	2%	2%	1%	0%	6%
Very Unimportant	0%	1%	1%	0%	1%	0%	2%
(blank)	0%	1%	0%	0%	0%	0%	2%
Grand Total	10%	36%	24%	21%	8%	1%	100%

Very Important or Important = 76% Excellent or Good = 46%

16. Provide equipment (i.e. computers, audio/visual, etc.) to effectively support course offerings.

% of Total	Q16B How well is the college performing this function?						
Q16A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	14%	15%	5%	8%	4%	0%	46%
Important	3%	18%	5%	4%	0%	0%	30%
Neither	1%	2%	11%	1%	0%	1%	15%
Unimportant	0%	1%	2%	0%	0%	0%	3%
Very Unimportant	0%	1%	2%	1%	1%	0%	5%
(blank)	0%	1%	1%	0%	0%	0%	1%
Grand Total	17%	36%	26%	15%	5%	1%	100%

Very Important or Important = 76% Excellent or Good = 53%

Education & Instruction

17. Provide learning resources (i.e. writing center, tutoring) to effectively support course offerings.

% of Total	Q17B How well is the college performing this function?						
Q17A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	43%	3%	0%	0%	0%	0%	47%
Important	22%	19%	0%	0%	0%	0%	41%
Neither	3%	4%	1%	0%	0%	0%	8%
Unimportant	0%	1%	0%	0%	0%	0%	2%
Very Unimportant	0%	0%	0%	0%	2%	0%	2%
(blank)	1%	0%	0%	0%	0%	0%	1%
Grand Total	69%	27%	2%	1%	2%	1%	100%

Very Important or Important = 88% Excellent or Good = 95%

18. Offer remote access courses (i.e. distance education, Internet courses, televised courses).

% of Total	Q18B How well is the college performing this function?						
Q18A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	5%	5%	1%	0%	0%	0%	11%
Important	3%	25%	4%	4%	1%	0%	37%
Neither	2%	8%	11%	3%	1%	0%	25%
Unimportant	1%	5%	2%	8%	3%	0%	19%
Very Unimportant	0%	1%	1%	2%	3%	0%	7%
(blank)	0%	1%	1%	0%	0%	1%	2%
Grand Total	11%	44%	19%	18%	8%	1%	100%

Very Important or Important = 48% Excellent or Good = 55%

19. Provide a social climate that is sensitive to ethnic diversity, cultural differences, varying religious beliefs, and s orientations.

% of Total	Q19B How well is the college performing this function?						
Q19A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	18%	1%	0%	0%	0%	0%	20%
Important	36%	4%	0%	0%	0%	0%	40%
Neither	20%	4%	1%	1%	1%	1%	27%
Unimportant	6%	2%	0%	0%	0%	0%	8%
Very Unimportant	2%	1%	0%	0%	1%	0%	4%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	83%	12%	2%	1%	2%	1%	100%

Very Important or Important = 60% Excellent or Good = 95%

20. Provide work force education and training programs that are accessible and responsive to business and indus

% of Total	Q20B How well is the college performing this function?						
Q20A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	2%	1%	0%	1%	0%	0%	4%
Important	5%	11%	2%	2%	1%	0%	21%
Neither	8%	15%	7%	7%	2%	0%	38%
Unimportant	3%	8%	2%	7%	1%	0%	21%
Very Unimportant	2%	4%	2%	2%	3%	0%	14%
(blank)	1%	1%	0%	0%	0%	0%	2%
Grand Total	21%	39%	13%	19%	7%	1%	100%

Very Important or Important = 25% Excellent or Good = 60%

21. Offer extra-curricular activities (i.e. programs, events and organizations) which meet students' needs.

Education & Instruction

% of Total	Q21B How well is the college performing this function?					
Q21A How important is this functi	Excellent	Good	No Opinion	Poor	(blank)	Grand Total
Very Important	30%	4%	0%	0%	0%	35%
Important	23%	13%	0%	0%	1%	37%
Neither	9%	5%	0%	0%	0%	15%
Unimportant	3%	3%	0%	0%	0%	7%
Very Unimportant	2%	2%	0%	2%	0%	5%
(blank)	1%	1%	0%	0%	0%	2%
Grand Total	68%	28%	1%	2%	2%	100%

Very Important or Important = 71% Excellent or Good = 96%

22. Provide summer session offerings that include a full schedule of courses in all degree and certificate programs

% of Total	Q22B How well is the college performing this function?						
Q22A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	2%	1%	0%	0%	0%	0%	4%
Important	11%	11%	2%	2%	0%	0%	26%
Neither	8%	11%	5%	2%	1%	1%	26%
Unimportant	5%	17%	2%	4%	1%	0%	28%
Very Unimportant	4%	5%	1%	3%	2%	1%	15%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	31%	45%	10%	10%	3%	1%	100%

Very Important or Important = 30% Excellent or Good = 76%

23. Offer hands-on work experience (i.e. internships) for students.

% of Total	Q23B How well is the college performing this function?						
Q23A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	7%	11%	10%	9%	6%	0%	44%
Important	1%	12%	15%	11%	3%	0%	43%
Neither	0%	1%	7%	2%	1%	0%	10%
Unimportant	0%	0%	1%	0%	0%	0%	2%
Very Unimportant	0%	1%	0%	0%	0%	0%	1%
(blank)	0%	1%	1%	0%	0%	0%	2%
Grand Total	8%	25%	33%	22%	10%	1%	100%

Very Important or Important = 86% Excellent or Good = 33%

24. Accommodate all types of child-care needs.

% of Total	Q24B How well is the college performing this function?						
Q24A How important is this functi	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	5%	9%	5%	6%	7%	1%	33%
Important	2%	13%	12%	10%	1%	1%	39%
Neither	0%	5%	13%	1%	1%	0%	19%
Unimportant	0%	0%	3%	1%	0%	0%	4%
Very Unimportant	0%	1%	2%	0%	1%	0%	4%
(blank)	0%	0%	0%	0%	0%	1%	1%
Grand Total	7%	28%	35%	18%	10%	2%	100%

Very Important or Important = 71% Excellent or Good = 35%

Working Atmosphere

25. Offer opportunities for staff to provide meaningful input into the planning process.

% of Total	Q25B How well is the college performing this function?						
Q25A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	5%	10%	4%	19%	20%	0%	58%
Important	1%	9%	10%	9%	4%	1%	34%
Neither	0%	1%	3%	0%	1%	0%	5%
Unimportant	0%	0%	1%	0%	0%	0%	1%
Very Unimportant	0%	0%	1%	0%	0%	0%	1%
(blank)	0%	0%	0%	0%	0%	1%	1%
Grand Total	7%	20%	19%	28%	25%	2%	100%

Very Important or Important = 92% Excellent or Good = 26%

26. Provide opportunities for staff to engage in professional growth activities.

% of Total	Q26B How well is the college performing this function?						
Q26A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	8%	16%	4%	23%	10%	1%	62%
Important	1%	12%	6%	8%	3%	0%	31%
Neither	0%	1%	2%	0%	1%	1%	5%
Unimportant	0%	0%	1%	0%	0%	0%	1%
Very Unimportant	0%	0%	0%	0%	0%	0%	1%
(blank)	0%	0%	0%	0%	0%	0%	0%
Grand Total	9%	30%	14%	32%	15%	2%	100%

Very Important or Important = 93% Excellent or Good = 38%

27. Offer opportunities for staff to remain current in their occupation (i.e. computer training).

% of Total	Q27B How well is the college performing this function?						
Q27A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	13%	22%	5%	16%	8%	1%	65%
Important	2%	15%	5%	6%	2%	1%	30%
Neither	0%	0%	2%	0%	0%	0%	2%
Unimportant	0%	0%	0%	0%	0%	0%	1%
Very Unimportant	0%	0%	0%	1%	1%	0%	2%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	15%	38%	12%	23%	10%	2%	100%

Very Important or Important = 95% Excellent or Good = 53%

28. Offer opportunities for advancement or promotion within a general job area.

% of Total	Q28B How well is the college performing this function?						
Q28A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	4%	8%	9%	15%	16%	1%	52%
Important	0%	8%	11%	11%	5%	1%	37%
Neither	0%	1%	6%	1%	1%	0%	8%
Unimportant	0%	0%	0%	1%	0%	0%	2%
Very Unimportant	0%	0%	0%	0%	0%	0%	1%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	5%	18%	27%	27%	22%	1%	100%

Very Important or Important = 89% Excellent or Good = 23%

29. Maintain a working environment that supports collaboration and shared responsibilities between employees.

Working Atmosphere

% of Total	Q29B How well is the college performing this function?						
Q29A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	6%	12%	6%	19%	16%	1%	59%
Important	0%	12%	7%	9%	5%	0%	33%
Neither	0%	0%	4%	0%	0%	0%	5%
Unimportant	0%	0%	0%	0%	0%	0%	0%
Very Unimportant	0%	1%	0%	0%	0%	0%	2%
(blank)	0%	0%	0%	0%	0%	1%	1%
Grand Total	6%	24%	18%	29%	21%	2%	100%

Very Important or Important = 92% Excellent or Good = 30%

30. Provide well defined direction and goals for the future.

% of Total	Q30B How well is the college performing this function?						
Q30A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	5%	8%	10%	20%	24%	0%	67%
Important	0%	7%	5%	9%	4%	1%	26%
Neither	0%	0%	2%	0%	0%	1%	4%
Unimportant	0%	0%	1%	0%	0%	0%	1%
Very Unimportant	0%	0%	0%	0%	0%	0%	1%
(blank)	0%	0%	0%	1%	0%	0%	1%
Grand Total	5%	15%	18%	30%	29%	2%	100%

Very Important or Important = 94% Excellent or Good = 21%

31. Employ an administration which provides strong leadership and direction.

% of Total	Q31B How well is the college performing this function?						
Q31A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	4%	14%	8%	25%	30%	0%	81%
Important	0%	3%	4%	3%	2%	1%	14%
Neither	0%	0%	1%	0%	0%	0%	2%
Unimportant	0%	0%	0%	0%	0%	0%	1%
Very Unimportant	0%	0%	1%	0%	1%	0%	2%
(blank)	0%	0%	0%	1%	0%	0%	1%
Grand Total	4%	18%	15%	29%	33%	1%	100%

Very Important or Important = 95% Excellent or Good = 22%

32. Support an environment where communication readily flows from the administration to the general staff and f

% of Total	Q32B How well is the college performing this function?						
Q32A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	4%	12%	7%	24%	32%	1%	79%
Important	1%	2%	5%	7%	2%	1%	18%
Neither	0%	0%	1%	0%	0%	0%	1%
Unimportant	0%	0%	1%	0%	0%	0%	1%
Very Unimportant	0%	0%	0%	0%	0%	0%	1%
(blank)	0%	0%	0%	1%	0%	0%	1%
Grand Total	5%	15%	15%	31%	34%	1%	100%

Very Important or Important = 96% Excellent or Good = 19%

33. Offer a campus where employees understand and respect each other's roles.

Working Atmosphere

% of Total	Q33B How well is the college performing this function?						
Q33A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	6%	14%	5%	26%	17%	1%	68%
Important	1%	6%	5%	8%	3%	0%	24%
Neither	0%	0%	3%	0%	0%	0%	4%
Unimportant	0%	0%	1%	0%	0%	0%	2%
Very Unimportant	0%	0%	1%	1%	0%	0%	2%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	7%	21%	14%	36%	20%	2%	100%

Very Important or Important = 92% Excellent or Good = 28%

34. Provide a feeling of safety on campus (buildings, grounds, parking lots).

% of Total	Q34B How well is the college performing this function?						
Q34A How important is this funct	Excellent	Good	No Opinion	Fair	Poor	(blank)	Grand Total
Very Important	25%	32%	2%	14%	3%	1%	77%
Important	3%	12%	2%	1%	0%	1%	18%
Neither	0%	1%	1%	0%	0%	0%	2%
Unimportant	0%	0%	0%	0%	0%	0%	0%
Very Unimportant	0%	0%	0%	1%	1%	0%	2%
(blank)	0%	0%	0%	0%	0%	0%	1%
Grand Total	28%	44%	5%	16%	5%	2%	100%

Very Important or Important = 95% Excellent or Good = 73%